

# Senate Study Bill 1118

SENATE FILE \_\_\_\_\_  
BY (PROPOSED COMMITTEE ON BUSINESS  
AND LABOR RELATIONS BILL BY  
CHAIRPERSON SCHUERER)

Passed Senate, Date \_\_\_\_\_ Passed House, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

## A BILL FOR

1 An Act concerning public employee collective bargaining.  
2 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:  
3 TLSB 2863XC 80  
4 ec/cf/24

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1 1 Section 1. Section 20.9, unnumbered paragraph 1, Code  
1 2 2003, is amended to read as follows:  
1 3 The public employer and the employee organization shall  
1 4 meet at reasonable times, including meetings reasonably in  
1 5 advance of the public employer's budget-making process, to  
1 6 negotiate in good faith with respect to wages, hours,  
1 7 vacations, insurance, holidays, leaves of absence, shift  
1 8 differentials, overtime compensation, supplemental pay,  
1 9 seniority, transfer procedures, job classifications, health  
1 10 and safety matters, evaluation procedures, procedures for  
1 11 staff reduction, and in-service training and other matters  
~~1 12 mutually agreed upon.~~ Negotiations shall also include terms  
1 13 authorizing dues checkoff for members of the employee  
1 14 organization and grievance procedures for resolving any  
1 15 questions arising under the agreement, which shall be embodied  
1 16 in a written agreement and signed by the parties. If an  
1 17 agreement provides for dues checkoff, a member's dues may be  
1 18 checked off only upon the member's written request and the  
1 19 member may terminate the dues checkoff at any time by giving  
1 20 thirty days' written notice. Such obligation to negotiate in  
1 21 good faith does not compel either party to agree to a proposal  
1 22 or make a concession.  
1 23 Sec. 2. Section 20.22, subsection 4, Code 2003, is amended  
1 24 by adding the following new paragraph:  
1 25 NEW PARAGRAPH. e. Each arbitrator appointed shall be a  
1 26 resident of Iowa and shall have some private sector employment  
1 27 experience.  
1 28 Sec. 3. Section 20.22, subsection 9, paragraph b, Code  
1 29 2003, is amended to read as follows:  
1 30 b. Comparison of the total compensation, including wages,  
1 31 hours, benefits, and conditions of employment of the involved  
1 32 public employees with those of other private sector and public  
1 33 employees doing comparable work, giving consideration to  
1 34 factors peculiar to the area and the classifications involved.  
1 35 Sec. 4. Section 20.22, subsection 9, paragraph d, Code  
2 1 2003, is amended by striking the paragraph.

### EXPLANATION

2 3 This bill makes changes to the provisions governing public  
2 4 employee collective bargaining.  
2 5 The bill limits the scope of negotiations concerning public  
2 6 employee collective bargaining to those items specifically  
2 7 listed in Code section 20.9 and eliminates the ability to  
2 8 negotiate on other items as mutually agreed upon by the public  
2 9 employer and the employee organization.  
2 10 The bill provides that all individuals appointed to  
2 11 arbitrate public employee collective bargaining disputes under  
2 12 Code section 20.22 be Iowa residents and have some previous  
2 13 private sector employment experience.  
2 14 The bill provides that an arbitrator shall compare the  
2 15 total compensation, including benefits, of the employees  
2 16 subject to the arbitration to those of both private sector and  
2 17 public employees. The bill also eliminates, as an arbitrator  
2 18 consideration, the power of the public employer to levy taxes  
2 19 and appropriate funds for the conduct of its operations.  
2 20 LSB 2863XC 80  
2 21 ec/cf/24